

CLAIMS

1. A method of conducting a labor arbitrage between a plurality of health care facilities, including the steps of:

a) creating an electronic business community made up of said plurality of health care facilities, including the steps of:

i) compiling information concerning all employees of each health care facility, and

ii) supplying said information to an exchange hub;

b) assessing labor resources of each health care facility, including the steps of:

i) assessing labor assets; and

ii) determining labor requirements;

c) deriving put and call option orders for each health care facility requiring same;

d) calculating value of option orders including determination of cost and value;

e) sending option orders to said exchange hub;

f) negotiating at least one deal between at least two of said health care facilities; and

g) closing said at least one deal.

2. The method of Claim 1, wherein said compiling step includes the step of inputting information concerning employee

names, identification codes, job descriptions, typical work hours, flexibility of work hours and dates of availability.

3. The method of Claim 2, wherein said compiling step further includes the step of creating a master schedule indicating availability of each employee.

4. The method of Claim 1, wherein said assessing step includes the step of comparing a staffing plan related to actual staff level with a listing of actual staffing needs.

5. The method of Claim 4, further including the step of assessing said actual staffing needs in the absence of use of overtime pay and temporary employment agencies.

6. The method of Claim 1, wherein said deriving step includes the step of deriving put orders by looking for employees whose job and shift are in excess of a desired quality level for a health care facility.

7. The method of Claim 6, wherein said deriving step includes the step of deriving call orders by looking through jobs at a shift and discerning where a current staffing level is below an overtime level for a health care facility.

8. The method of Claim 1, wherein said calculating step includes the steps of:

- a) prioritizing size of return, namely, amount of monetary savings; and
- b) effort of change based upon degree of employee flexibility.

9. The method of Claim 8, wherein said calculating step regarding put option orders includes the step of calculating cost of overstaffing resulting when more employees are staffed, for a given job shift, than are needed.

10. The method of Claim 9, wherein said calculating step regarding call option orders includes the step of calculating cost of overtime pay resulting where fewer employees are staffed, for a given job shift, than are needed.

11. The method of Claim 1, wherein said negotiating step includes the step of creating a table of exchange values for all potential deals.

12. A method of conducting a labor arbitrage between a plurality of health care facilities, including the steps of:

a) creating an electronic business community made up of said plurality of health care facilities, including the steps of:

i) compiling information concerning all employees of each health care facility including the step of inputting information concerning employee names, identification codes, job descriptions, typical work hours, flexibility of work hours and dates of availability; and

ii) supplying said information to an exchange hub;

b) assessing labor resources of each health care facility, including the steps of:

i) assessing labor assets; and

ii) determining labor requirements whereby said assessing step includes the step of comparing a staffing plan related to actual staff level with a listing of actual staffing needs;

c) deriving put and call option orders for each health care facility requiring same, including the steps of:

i) deriving put orders by looking for employees whose job and shaft are in excess of a desired quality level for a health care facility; and

ii) deriving call orders by looking through jobs at a shaft and discerning where a current staffing level is below an overtime level for a health care facility;

- d) calculating value of option orders including determination of cost and value;
- e) sending option orders to said exchange hub;
- f) negotiating at least one deal between at least two of said health care facilities; and
- g) closing said at least one deal.

13. The method of Claim 12, wherein said compiling step further includes the step of creating a master schedule indicating availability of each employee.

14. The method of Claim 12, further including the step of assessing said actual staffing needs in the absence of use of overtime pay and temporary employment agencies.

15. The method of Claim 12, wherein said calculating step includes the steps of:

- a) prioritizing size of return, namely, amount of monetary savings; and
- b) effort of change based upon degree of employee flexibility.

16. The method of Claim 15, wherein said calculating step regarding put option orders includes the step of calculating cost

of overstaffing resulting when more employees are staffed, for a given job shift, than are needed.

17. The method of Claim 16, wherein said calculating step regarding call option orders includes the step of calculating cost of overtime pay resulting where fewer employees are staffed, for a given job shift, than are needed.

18. The method of Claim 12, wherein said negotiating step includes the step of creating a table of exchange values for all potential deals.